

Eligibility Requirements:

- ♦ United States citizen
- ♦ Graduated from a CCNE or NLNAC accredited program with a BSN or MSN applying for a FIRST RN role, less than one year since graduation.
- ♦ Minimum grade point *average*: 3.00
- ♦ Proficient in written & spoken English
- ♦ Current, unrestricted RN license (or NCLEX scheduled ***before June 30, 2021***)
- ♦ Must pass pre-employment medical exam, drug testing, & background investigation
- ♦ Must complete 366 days of training starting **August/September 2021**

To Apply:

More information & application materials can be accessed at:

- ♦ <https://www.providence.va.gov/>
* Scroll to bottom right under "Resources"
- ♦ Resume, Cover Letter & Application
- ♦ Personal statement—300 words "The VA Post Baccalaureate Nurse Residency Trainee Program interests me because..."
- ♦ Official Transcripts-in sealed envelope
- ♦ Four letters of support: Dean, two Faculty, (one must be clinical faculty) and one professional. All letters of support must be on official college or business letterhead

Please mail completed application packets to:

Louise Damon, RN, Nurse Recruiter
Providence VA Medical Center
830 Chalkstone Ave
7th Floor, Room 747
Providence, RI 02908

Application Deadline: May 1, 2021

Interviews Begin: May/June 2021

Selection Notification: June 2021

Program Begins: Aug/Sept 2021



Facility Spotlight

Located in downtown Providence, RI, we are a 73-bed facility providing tertiary medical, surgical and psychiatric inpatient care along with a full range of outpatient services to America's Veterans at our Providence facility as well as our community based out-patient centers in Middletown, RI, New Bedford & Hyannis, MA. Our mission at PVAMC is to honor America's Veterans by providing exceptional healthcare that improves their health and well-being. Our vision is to continue to be the benchmark of excellence and value in healthcare as we continue to provide exemplary Veteran Centric and evidence based care. Our vision further emphasizes prevention and population health, contributing to the Nation's well-being through education, research, and service in national emergencies. Our Core Values are Integrity, Commitment, Advocacy, Respect, Excellence ("I CARE").



Providence VA Medical Center

Post Baccalaureate Nurse Residency 2021 - 2022

A VA Nursing Academic Partnership Program



The PBNR program at PVAMC is accredited by the Commission on Collegiate Nursing Education

<http://www.ccneaccreditation.org>

The PBNR Program has been accredited since 2016

Program Mission & Description

The mission of the PVAMC and RICSON Post-Baccalaureate Nurse Residency (PBNR) program is to support the transition of the entry-level, advanced beginner nurse to a competent, confident, professional nurse, with the goal of preparing nurses to provide safe, high quality care for our nation's Veterans.

Upon successful completion of the Residency Program, the RN will :

- ◆ Successfully transition from entry-level advanced beginner nurse to competent, professional nurse, who provides safe, quality care as defined by Patricia Benner's "Novice to Expert" theory (1984);
- ◆ Demonstrate competency in effective decision-making skills related to clinical judgment and performance;
- ◆ Incorporate research and other scientific evidence into practice;
- ◆ Demonstrate competency in clinical leadership at the point of practice;
- ◆ Practice collaboratively as members of the inter-professional healthcare team;
- ◆ Formulate an individual career development plan promoting life-long commitment to professional nursing.



Post Baccalaureate Nurse Residency Program Structure

All activities related to the program are incorporated throughout the 12-month experience according to the following timeline:

Phase I (months 0-3)

- ◆ Hospital and General Nursing Orientation.
- ◆ Introduction to communication and decision making skills, leadership at the point of practice with the focus on improvement of patient outcomes. Development of generic and specific competencies unique to each clinical area and Veteran population. Introduction to Inter-professional Team Collaboration.

Phase II (months 4-9)

- ◆ Increasing development of leadership skills, improvement of patient outcomes, and RN development in the professional role, and Startup of Evidenced-Based Project Activities. Ongoing development as an inter-professional team member.

Phase III (months 10-12)

- ◆ Synthesis, Assessment, Completion of Evidenced-Based Project, and Program Evaluation.

Post Baccalaureate Nurse Residents are considered trainees, receiving a stipend and benefits during this year of advanced training. Successful graduates of the program are well positioned to begin a professional nursing career at the Providence VA Medical Center.

Contacts

PBNR Program Coordinator

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Program Directors,

VA Nursing Academic Partnership

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Nurse Educator

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U.S. Department of Veterans Affairs

Veterans Health Administration
Providence Healthcare System